



# E P C S Total Reward Package

## Terms and Conditions of Employment

All teaching colleagues are employed in line with the 'Conditions of Service for School Teachers' (burgundy book). Similarly, all support staff colleagues are employed under the National Joint Council for Local Government Services (green book). These terms and conditions of service have been drawn up in close consultation with the main professional associations and affords employees benefits surrounding issues such as sick pay, Maternity/ Paternity entitlements, redundancy arrangements etc

## Family Friendly Policies

In recognition of the challenges faced by all employees from time to time, we offer a range of family friendly policies. These enable colleagues to attend key events, such as graduations and wedding ceremonies, in addition to moving house and coping with unplanned events, such as making emergency arrangements for dependents.

## Induction Meetings

Each year, new teaching colleagues participate in a bespoke series of induction meetings during term 1. Similarly, teachers joining mid-year have access to learning opportunities to support them during their early days. Due to the timings of their appointment, support staff have access to a rolling programme of induction sessions.

## Appraisal

Our robust appraisal processes supports colleagues in agreeing SMART targets at the start of the appraisal cycle. At the mid-year point, all colleagues are invited to re-visit their objectives to ascertain progress, with a final appraisal review being carried out annually. At this point, training needs are established for the workforce for the following year.

## Pension

All eligible staff will have access to either the Teachers' Pension (teaching colleagues) or the Local Government Pension scheme (support staff colleagues). Both pension schemes provide Death in Service Benefits, Survivor Pensions, and actuarially reduced pensions from age 55.

## Classrooms

All of our classrooms are well resourced and feature a desktop computer and interactive whiteboard. Many departments are housed in purpose built centres accommodation. Uniquely, all teachers at EPCS have their own classroom, and are encouraged to take ownership of this space through vibrant and stimulating displays.

## Campus

We enjoy a beautiful and extensive campus and we understand the importance to our overall well-being of working in pleasant surroundings. Therefore, our dedicated Site Team work hard to ensure that fantastic site affords colleagues the opportunity to enjoy our well-tended 'green space' during their working day.

## Staff Socials

A wide range of staff social events are held throughout the year, including quizzes, bowling trips, evenings out at the horse racing, theatre trips and end of term drinks etc. Additionally, a variety of activities are on offer throughout the year to enable colleagues to meet together whilst learning a new skill. Activities this year have included baking, yoga and badminton.

## Continuous Professional Development

Our unique CPD offering provides staff with a comprehensive, varied and personalised training programme. These learning opportunities are linked to the School's Development Plan and Department Raising Attainment Plan and driven by appraisal. Our NQTs follow a bespoke induction programme during their induction year and are supported by a Mentor and experienced Induction Tutor. We make use of web-based system Bluesky to manage our CPD, Appraisal and Development Planning. EPCS is an active member of the Bracknell Forest School Alliance, the Forest Learning Alliance and the Wellington College Teaching School Alliance which enables preferential access to a further range of CPD opportunities.

## Bracknell Forest Benefits

We are aware of the pinch being felt across the nation during this period of austerity and for this reason the School subscribes to Bracknell Forest Council's Benefits scheme for each and every employee. This allows staff access to a range of benefits including obtaining a bike tax free through the Cycle to Work scheme, obtaining a car loan at a low interest rate, obtaining discounted leisure centre membership and obtaining discounted bus/train passes. Find out more at [www.benefitchoices.bracknell-forest.gov.uk/](http://www.benefitchoices.bracknell-forest.gov.uk/)

## Salary Increments

Our Governors believe that hard work should be appropriately rewarded and, as such, performance related increments are awarded to teaching colleagues based on completion of a successful appraisal annually and evidence of meeting the professional standards. All staff benefit from annual cost of living rises, when awarded.

## Perkbox

We expect our teachers to fully invest in our students, and strive to reward their excellent efforts as best we can. Therefore, the school pays for all teaching staff to have access to Perkbox, a scheme providing discounts at a wide range of High Street and online retailers, including restaurants, supermarkets and cinemas. One of the top perks enjoyed by staff is a free cup of coffee at Cafe Nero every month! Find out more at [www.perkbox.com/uk](http://www.perkbox.com/uk).

## Promotion Prospects

For parity purposes, all vacancies are published school wide by email and eligible staff are invited to apply. Due to our unique CPD package and robust appraisal processes, many of our teaching colleagues have gone on to obtain promoted posts either at our school or elsewhere.

## Maths early-career payments

Financial incentives are available for teachers at EPCS who started a non-salaried postgraduate Maths ITT course in the academic year 2018-19. Eligible teachers will receive early career payments of £7500 each in their third and fifth years of teaching. This is £2500 higher than the standard reward of £5000 offered on the same basis elsewhere in the UK.

## Teachers' Student Loan Reimbursement

Bracknell Forest is the only area in the Thames Valley able to offer eligible teachers the opportunity to apply for the reimbursement of their student loan repayments. To be eligible, teachers must have obtained QTS between 2013-2019, be employed in our school from Sept 2018 onwards, and be teaching an eligible subject - Language, Physics, Chemistry, Biology or Computer Science. Teachers will be eligible for reimbursements for up to 10 academic years following the year in which they were awarded QTS starting with loan repayments made in 2018-19.

